

Introduction

The following data is from 264 companies for which we have completed the same analysis you did for your company.

The data is broken down by GICS Sectors covered by the various groups.

For overall and by pillar, total percentage of metrics disclosed is provided.

For specific metrics, additional disclosure and outcome data is provided

Calculating Disclosure Percentages

You will need to calculate disclosure percentages for your company at the overall and pillar (Governance, Planet, People, Prosperity) levels.

For each disclosure metrics assign a value of 1 for “Yes” responses, 0.5 for “Partially” responses, and 0 of “No” responses.

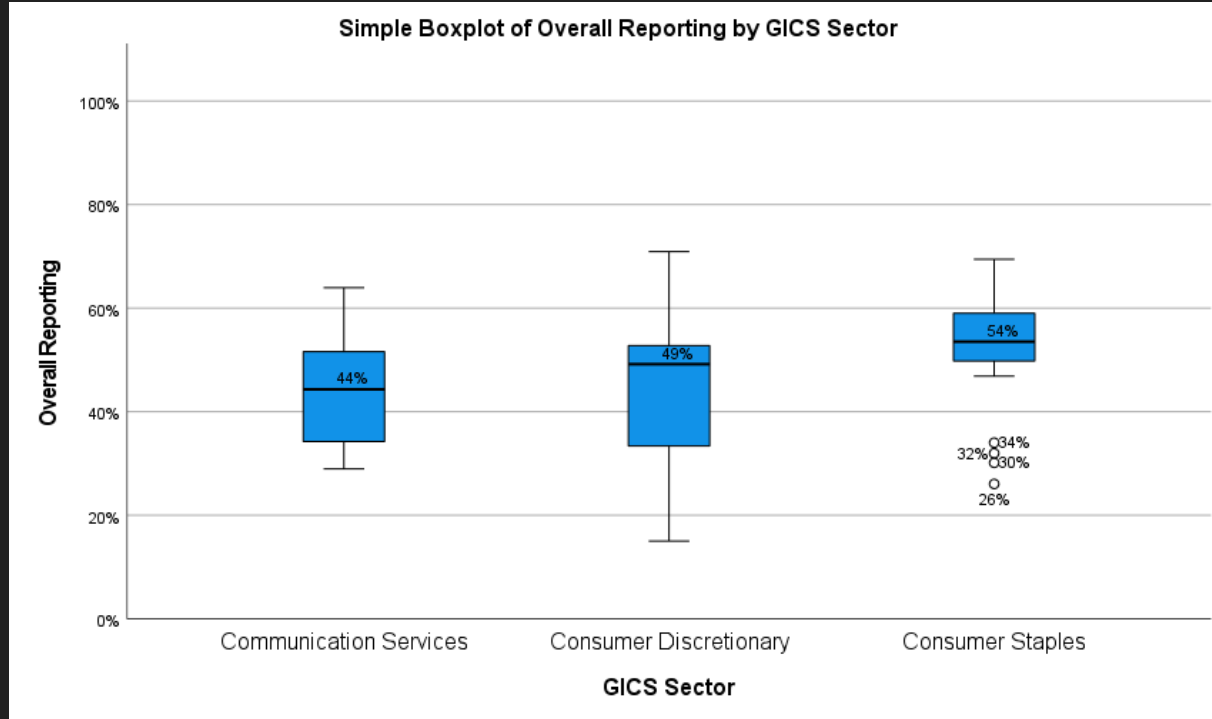
For the Governance (18 metrics), Planet (19 metrics), and People (18 metrics) pillars, sum the value of each disclosure response in that pillar and divide by the total number of disclosure metrics for that pillar.

For the Prosperity pillar, sum the value of each disclosure response add 10 and then divide by 18*

For the overall disclosure percentage, sum the percentages calculated for the 4 pillars and divide by 4.

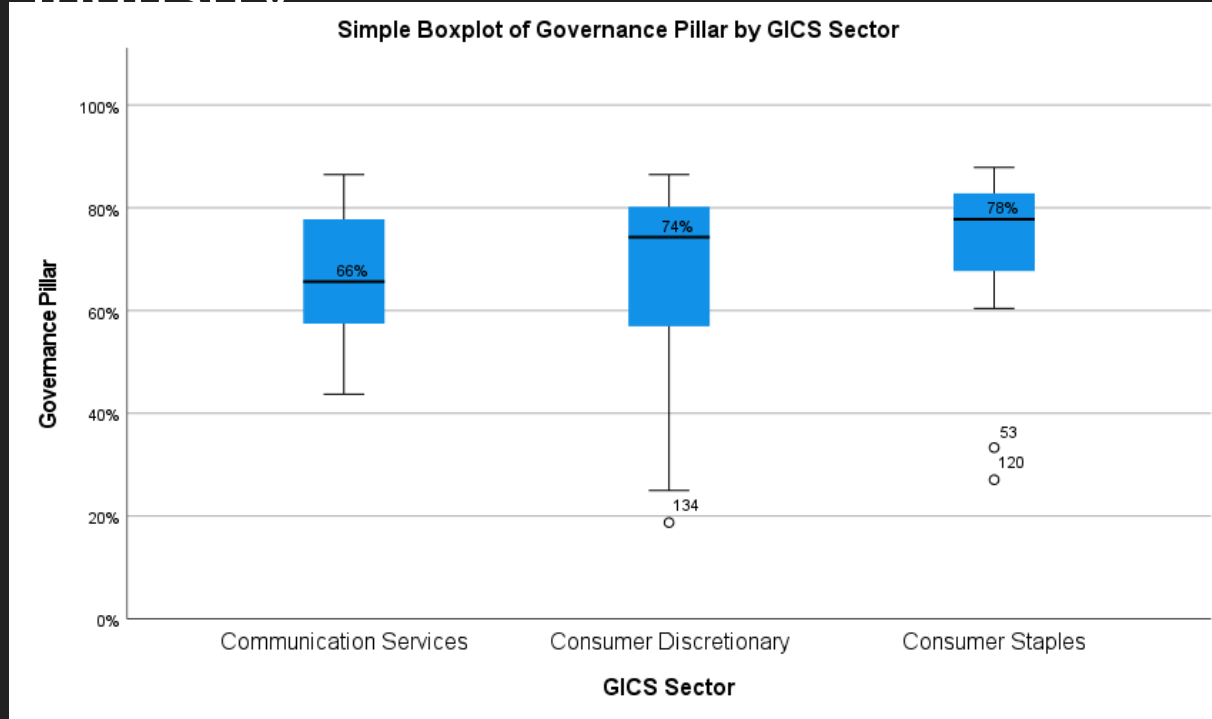
*The different approach for the prosperity pillar is due to the large number financial metrics that companies are required to report due to SEC regulation. I.e., all companies report on these metrics.

Overall Metric Disclosure Percentages by GICS Sector



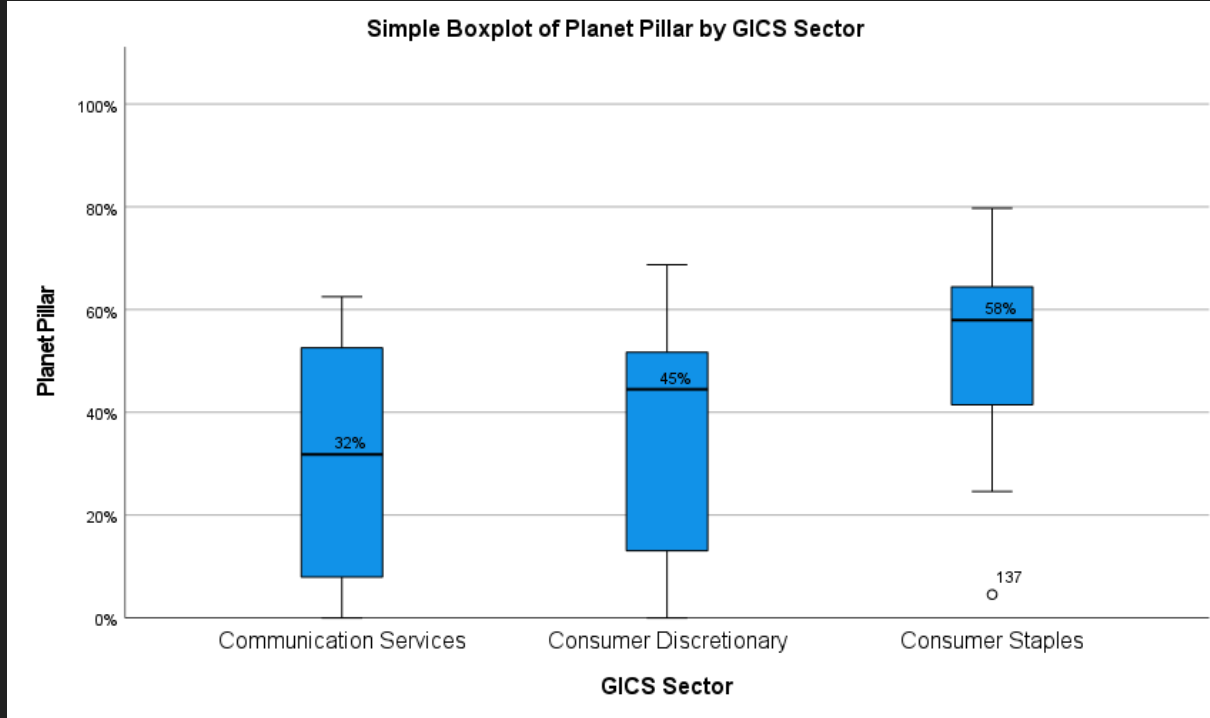
GICS Sector		
		Frequency
Valid	Communication Services	19
	Consumer Discretionary	33
	Consumer Staples	23

Governance Pillar Disclosure Percentage by GICS Industry



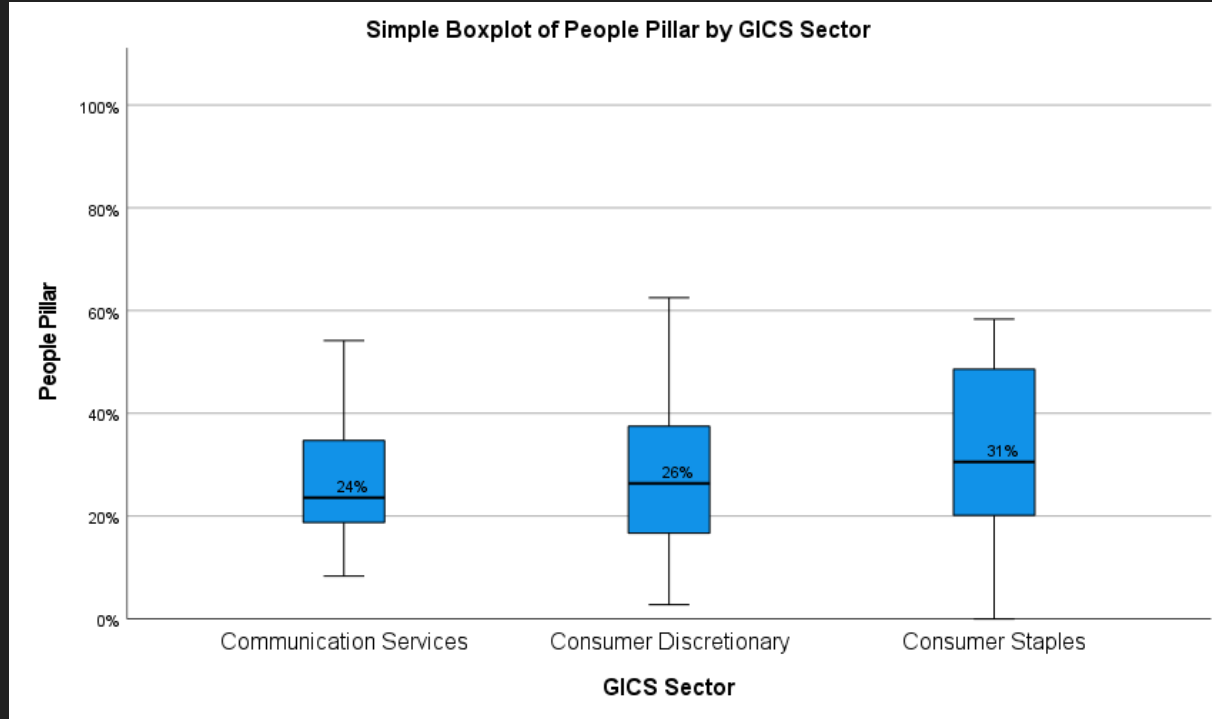
GICS Sector		
		Frequency
Valid	Communication Services	19
	Consumer Discretionary	33
	Consumer Staples	23

Planet Pillar Disclosure Percentages by GICS Industry



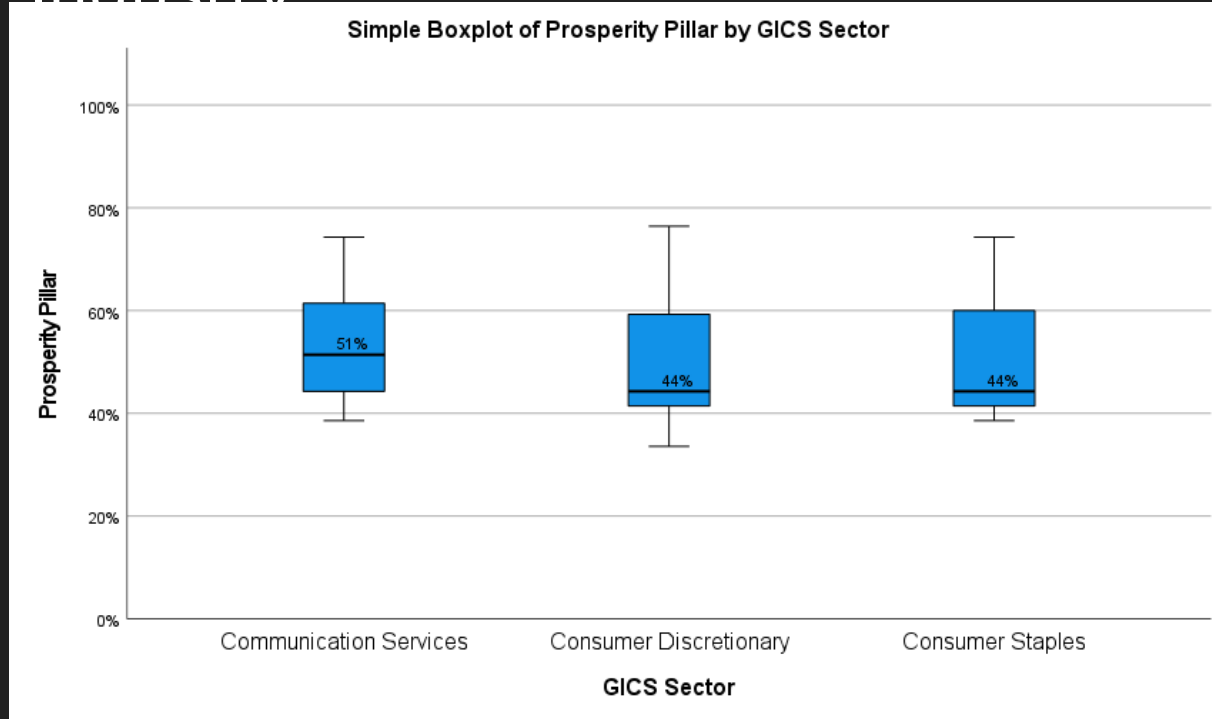
GICS Sector		
		Frequency
Valid	Communication Services	19
	Consumer Discretionary	33
	Consumer Staples	23

People Pillar Disclosure Percentages by GICS Industry



GICS Sector		
		Frequency
Valid	Communication Services	19
	Consumer Discretionary	33
	Consumer Staples	23

Prosperity Pillar Disclosure Percentages by GICS Industry



GICS Sector		
		Frequency
Valid	Communication Services	19
	Consumer Discretionary	33
	Consumer Staples	23

Overall Outcomes for Select Disclosures Metrics

Descriptive Statistics				
	N	Minimum	Maximum	Mean
CM7a.Scope 1 GHG Emissions (in CO2e metric tons)	217	.0	111000000.0	4071956.0
CM7b.Scope 2 GHG Emissions (market based) (CO2e metric tons)	125	.0	12022083.0	831604.1
CM7b.Scope 2 GHG Emissions (location based) (CO2e metric tons)	127	6103.0	13057352.0	1028511.8
CM7b.Total Scope 2 GHG Emissions (uncategorized) (CO2e metric tons)	64	3719.5	22820000.0	1144157.9
CM7c.Scope 3 GHG Emissions (CO2e metric tons)	165	95.0	1443000000.0	26404121.3
CM9.Number of sites on or near biologically sensitive areas	4	.0	6.0	1.8
CM10a.Megalitres of Water Withdrawn	98	105.3	489900000000.0	74455828262.4
CM10b.Megalitres of Water Withdrawn from Water Stressed Areas	40	.0	44525.0	4464.3
CM10c.Megalitres of Water Consumed	115	.0	75920000000.0	2548142114.9
CM10d.Megalitres of Water Consumed from Water Stressed Areas	18	.0	48.0	19.4
CM17a.Total new hires under 30	12	42.0	13878.0	4141.5
CM17a.Rate of new hires under 30	16	5.8	72.6	44.0
CM17a.Total new hires 30-50	12	60.0	9934.0	3544.8
CM17a.Rate of new hires 30-50	16	8.2	58.5	35.2
CM17a.Total new hires over 50	12	3.0	2459.0	642.0
CM17a.Rate of new hires over 50	16	.9	27.4	8.4
CM17b.Total new women hires	28	13.0	58464.0	7848.4
CM17b.Rate of new women hires	73	6.1	76.0	37.8
CM17b.Total number of new men hires	25	92.0	69820.0	9724.0
CM17b.Rate of new men hires	62	9.1	87.6	54.4
CM17c.New black hires	2	34.0	26589.0	13311.5
CM17c.Rate of new black hires	14	1.9	32.4	16.3
CM17c.New hispanic hires	2	3.0	34347.0	17175.0
CM17c.Rate of new hispanic hires	14	2.9	29.0	12.3
CM17c.New white hires	4	56.0	36152.0	9083.5
CM17c.Rate of new white hires	21	30.0	72.0	51.4
CM17c.New asian hires	2	.0	5117.0	2558.5
CM17c.Rate of new asian hires	14	.0	34.7	17.4

- GHG Emissions
- Land Use
- Water Use
- New Hire Diversity

Communication Services - Outcomes for Select Disclosures

Descriptive Statistics^a

	N	Minimum	Maximum	Mean
CM7a.Scope 1 GHG Emissions (in CO2e metric tons)	10	7609.0	990955.0	247777.9
CM7b.Scope 2 GHG Emissions (market based) (CO2e metric tons)	8	141.0	5534088.0	1392415.4
CM7b.Scope 2 GHG Emissions (location based) (CO2e metric tons)	7	28585.0	6015122.0	2409012.3
CM7b.Total Scope 2 GHG Emissions (uncategorized) (CO2e metric tons)	2	37352.0	4033579.0	2035465.5
CM7c.Scope 3 GHG Emissions (CO2e metric tons)	9	28771.0	11669000.0	3345150.7
CM9.Number of sites on or near biologically sensitive areas	0			
CM10a.Megalitres of Water Withdrawn	5	3430000.0	5161000000.0	2201936800.0
CM10b.Megalitres of Water Withdrawn from Water Stressed Areas	0			
CM10c.Megalitres of Water Consumed	3	1971000.0	49000000000.0	17471323666.7
CM10d.Megalitres of Water Consumed from Water Stressed Areas	0			
CM17a.Total new hires under 30	0			
CM17a.Rate of new hires under 30	0			
CM17a.Total new hires 30-50	0			
CM17a.Rate of new hires 30-50	0			
CM17a.Total new hires over 50	0			
CM17a.Rate of new hires over 50	0			
CM17b.Total new women hires	1	7195.0	7195.0	7195.0
CM17b.Rate of new women hires	3	41.0	45.0	42.7
CM17b.Total number of new men hires	0			
CM17b.Rate of new men hires	3	55.0	59.0	57.3
CM17c.New black hires	0			
CM17c.Rate of new black hires	1	25.0	25.0	25.0
CM17c.New hispanic hires	0			
CM17c.Rate of new hispanic hires	1	15.0	15.0	15.0
CM17c.New white hires	0			
CM17c.Rate of new white hires	3	36.0	65.0	49.0
CM17c.New asian hires	0			
CM17c.Rate of new asian hires	1	9.0	9.0	9.0

a. GICS Sector = Communication Services

- GHG Emissions
- Land Use
- Water Use
- New Hire Diversity

*Note: Where N = 0 indicates that no companies in the sector disclosed this information

Consumer Discretionary - Outcomes for Select Disclosures

Descriptive Statistics^a

	N	Minimum	Maximum	Mean
CM7a.Scope 1 GHG Emissions (in CO2e metric tons)	22	2373.0	5760000.0	625182.3
CM7b.Scope 2 GHG Emissions (market based) (CO2e metric tons)	11	159266.0	5482582.0	1514853.1
CM7b.Scope 2 GHG Emissions (location based) (CO2e metric tons)	11	204888.0	5479818.0	1682682.8
CM7b.Total Scope 2 GHG Emissions (uncategorized) (CO2e metric tons)	9	41994.0	5500000.0	1085040.3
CM7c.Scope 3 GHG Emissions (CO2e metric tons)	18	9103.0	342642973.0	50477999.2
CM9.Number of sites on or near biologically sensitive areas	0			
CM10a.Megalitres of Water Withdrawn	6	10986.0	141182847.0	402004149.7
CM10b.Megalitres of Water Withdrawn from Water Stressed Areas	3	14.0	50.0	33.9
CM10c.Megalitres of Water Consumed	10	796.0	2330000000.0	280705839.7
CM10d.Megalitres of Water Consumed from Water Stressed Areas	0			
CM17a.Total new hires under 30	0			
CM17a.Rate of new hires under 30	1	53.0	53.0	53.0
CM17a.Total new hires 30-50	0			
CM17a.Rate of new hires 30-50	1	41.0	41.0	41.0
CM17a.Total new hires over 50	0			
CM17a.Rate of new hires over 50	1	6.0	6.0	6.0
CM17b.Total new women hires	2	6768.0	58464.0	32616.0
CM17b.Rate of new women hires	6	30.0	75.0	44.7
CM17b.Total number of new men hires	2	11543.0	52096.0	31819.5
CM17b.Rate of new men hires	6	25.0	70.0	54.2
CM17c.New black hires	1	26589.0	26589.0	26589.0
CM17c.Rate of new black hires	2	22.0	23.0	22.5
CM17c.New hispanic hires	1	34347.0	34347.0	34347.0
CM17c.Rate of new hispanic hires	2	23.0	29.0	26.0
CM17c.New white hires	1	36152.0	36152.0	36152.0
CM17c.Rate of new white hires	3	30.0	56.0	42.3
CM17c.New asian hires	1	5117.0	5117.0	5117.0
CM17c.Rate of new asian hires	2	5.0	6.0	5.5

a. GICS Sector = Consumer Discretionary

- GHG Emissions
- Land Use
- Water Use
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*Note: Where N = 0 indicates that no companies in the sector disclosed this information

Consumer Staples - Outcomes for Select Disclosures

Descriptive Statistics^a

	N	Minimum	Maximum	Mean
CM7a.Scope 1 GHG Emissions (in CO2e metric tons)	21	19305.00000	14800000.00	2046371.792
CM7b.Scope 2 GHG Emissions (market based) (CO2e metric tons)	13	27120.08000	12022083.00	1855286.750
CM7b.Scope 2 GHG Emissions (location based) (CO2e metric tons)	16	59124.72000	13057352.00	1999258.743
CM7b.Total Scope 2 GHG Emissions (uncategorized) (CO2e metric tons)	3	158672.0000	2250000.000	908215.3333
CM7c.Scope 3 (CO2e metric tons)	14	7363.000000	184000000.0	24113622.93
CM9.Number of sites on or near biologically sensitive areas	1	0	0	.00
CM10a.Megalitres of Water Withdrawn	13	2957.000000	116098000.0	11291733.58
CM10b.Megalitres of Water Withdrawn from Water Stressed Areas	10	2.600000000	44525.00000	13368.71774
CM10c.Megalitres of Water Consumed	13	.0000000000	6600000000	710918112.1
CM10d.Megalitres of Water Consumed from Water Stressed Areas	2	8	32	20.32
CM17a.Total new hires under 30	1	160	160	160.00
CM17a.Rate of new hires under 30	0			
CM17a.Total new hires 30-50	1	66	66	66.00
CM17a.Rate of new hires 30-50	0			
CM17a.Total new hires over 50	1	50	50	50.00
CM17a.Rate of new hires over 50	0			
CM17b.Total new women hires	0			
CM17b.Rate of new women hires	1	30.00000000	30.00000000	30.00000000
CM17b.Total number of new men hires	0			
CM17b.Rate of new men hires	0			
CM17c.New black hires	0			
CM17c.Rate of new black hires	0			
CM17c.New hispanic hires	0			
CM17c.Rate of new hispanic hires	0			
CM17c.New white hires	0			
CM17c.Rate of new white hires	0			
CM17c.New asian hires	0			
CM17c.Rate of new asian hires	0			

a. GICS Sector = Consumer Staples

- GHG Emissions
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